



Navy Recruits with Moral Waivers

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Navy Recruits with Waivers

- VADM Etnyre recently expressed concern about fleet sailors entering the Navy with a waiver.
- His concern is that they were causing a disproportionate amount of disciplinary problems
- He questioned why Navy Recruiting admits any sailors with a waiver.



Navy Recruits with Waivers

- Percentage of recruits with **any** type of waiver has remained relatively constant since FY01.
- Since FY00 the total number of waivers has been cut in half.
- CNRC tightened its waiver policies
 - Policy changes
 - Headquarters approval for certain waivers



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CNRC Tracks Waivers by Category

	FY00	FY01	FY02	FY03	FY04
SECURITY RISK	2	0	1	0	1
LEGAL	5391	4594	4393	3710	3337
DRUG INVOLVEMENT	1051	917	686	508	527
DEPENDENCY	2151	1001	666	624	590
MINIMUM EDUCATION REQUIREMENTS	1694	1326	845	923	869
AFQT	102	48	42	172	493
PREVIOUS MILITARY SEPARATION	434	208	118	68	41
MEDICAL/PHYSICAL DISQUALIFICATION	1039	802	639	850	844
AGE	173	58	28	17	21
ALIEN	2	5	0	0	2
SOLE SURVIVING MEMBER	1	1	1	4	1
NO WAIVER	40346	42393	36509	33679	32894
TOTAL WAIVERS	12040	8960	7419	6876	6726
TOTAL ACCESSIONS	52386	51353	43928	40555	39620
% ACCESSIONS WITH WAIVERS	23.0%	17.4%	16.9%	17.0%	17.0%



Navy Recruits with Waivers

- VADM Etnyre notes “a decline in the traditionally high standards of professional and personal excellence” of sailors.
- He requested CNRC to examine waivers for:
 - Domestic violence
 - Sexual assault
 - Violent crimes
- These waivers are known as moral waivers.



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CNRC Moral Waivers FY00-04

	FY00	FY01	FY02	FY03	FY04
FELONY	221	122	85	56	40
NON-MINOR MISDEMEANOR	4951	4093	3627	2847	2349
MINOR MISDEMEANOR	131	301	563	664	812
DRUG-RELATED	935	751	607	411	420
ALCOHOL-RELATED	113	161	78	98	109
TRAFFIC	43	68	102	135	130
NO MORAL WAIVER	45992	45857	38866	36344	35760
TOTAL MORAL WAIVERS	6394	5496	5062	4211	3860
TOTAL ACCESSIONS	52386	51353	43928	40555	39620
% WITH MORAL WAIVER	12.2%	10.7%	11.5%	10.4%	9.7%



CNRC Moral Waivers

- Since FY00 accessions with a moral waiver decreased 40 percent.
- CNRC scrutinizes all moral waivers.
- Recruits with recent domestic violence, sexual assault, and violent crimes are not granted waivers.



CNRC Moral Waivers

- Felonies
 - Most committed acts at a young age and have recent clean record.
 - Others committed acts under extenuating circumstances
- All felony waivers are screened at CNRC HQ.
- Felony waivers reduced by 80 percent since FY00.



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Moral Waiver Policy Effectiveness

- RTC attrition decreased from FY00-04
 - Higher quality recruits
 - More effective screening (i.e., NIDT, DAT)
- No evidence recruits with moral waivers causing disproportionate number of disciplinary problems in the fleet.



NAVY RECRUITING COMMAND

Moral Waiver Policy Effectiveness

RTC Attrition Rates for FY00-04 Accessions with Moral Waiver

	<i>FY00</i>	<i>FY01</i>	<i>FY02</i>	<i>FY03</i>	<i>FY04</i>
FELONY	13.1%	17.2%	10.6%	10.7%	10.0%
NON-MINOR MISDEMEANOR	15.9%	14.6%	9.5%	10.8%	9.0%
MINOR MISDEMEANOR	16.0%	11.6%	8.3%	10.1%	9.6%
DRUG-RELATED	13.8%	14.4%	12.5%	10.7%	8.1%
ALCOHOL-RELATED	6.2%	9.9%	5.1%	10.2%	11.0%
TRAFFIC	7.0%	13.2%	3.9%	8.9%	13.8%
NO MORAL WAIVER	13.8%	12.3%	8.8%	9.2%	7.8%

1-6%
Higher



NAVY RECRUITING COMMAND

Moral Waiver Policy Effectiveness

1st Term Attrition Rates for FY00-04 Accessions with Moral Waiver

	FY00	FY01	FY02	FY03	FY04
ALCOHOL-RELATED	32.7%	35.4%	25.6%	21.2%	13.8%
DRUG-RELATED	45.5%	47.5%	39.5%	28.7%	12.6%
FELONY	43.0%	42.6%	31.8%	17.9%	12.5%
MINOR MISDEMEANOR	50.4%	41.2%	30.4%	27.7%	13.9%
NON-MINOR MISDEMEANOR	48.2%	46.4%	35.6%	27.5%	15.8%
TRAFFIC	51.2%	45.6%	22.5%	18.5%	19.2%
NO MORAL WAIVER	39.1%	32.9%	25.3%	15.1%	10.1%

3-15%
Higher

Completing 1st
term



Reduce/Eliminate Waivers?

- In FY04 17 percent of accessions entered the Navy with some kind of waiver.
- Our target market is more likely to need a waiver
- Eliminating waivers costly:
 - Moral waivers - \$58M
 - All waivers - \$100M



Additional Study Required

- To investigate these issues further:
 - First Term Attrition Study
 - First Term Disciplinary Study
 - Tracking moral waivers
 - » Capture more detail in PRIDE